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Annual report of the United Nations High Commissioner for Human Rights and reports of the Office of the High Commissioner and the Secretary-General

Composition of the staff of the Office of the United Nations High Commissioner for Human Rights

Report of the United Nations High Commissioner for Human Rights*

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I. Introduction

1. The Human Rights Council, in its resolution 36/1, requested the United Nations High Commissioner for Human Rights to submit a report to the Council at its thirty-ninth session on the geographical composition of the staff of the Office of the United High Commissioner (OHCHR) and the actions taken within the current staff selection system to achieve an equitable geographical representation of the Office.

2. Chapter II of the present report includes data on staff members in regular budget posts subject to geographical distribution, and data on staff in temporary posts funded from general temporary assistance and extrabudgetary resources, or in technical cooperation project posts, neither of which are included in the definition of posts subject to geographical distribution.

3. Chapter III contains a description of the measures for improvement taken by the High Commissioner under the staff selection systems in force in 2017 (ST/AI/2010/3, ST/AI/2010/3/Amend.1, ST/AI/2010/3/Amend.2, ST/AI/2010/3/Amend.3, ST/AI/2016/1, ST/AI/2016/1/Amend.1 and ST/SGB/2016/2/Rev.1).

II. Composition of the staff of the Office of the United Nations High Commissioner for Human Rights

4. The recruitment of staff members to posts subject to geographical distribution is governed by the system of desirable ranges at the Secretariat level. For that purpose, Member States are grouped into four categories: unrepresented, underrepresented, within range and overrepresented. A Member State is considered unrepresented when none of its nationals, throughout the entire Secretariat, is serving in a post subject to geographical distribution and filled in accordance with the established selection process. It is underrepresented when the number of its nationals appointed to such posts throughout the entire Secretariat is below the lower limit of the desirable range. It is within range when the number of its nationals appointed to such posts is between the upper and lower limits of the desirable range, and it is overrepresented when the number of its nationals appointed to such posts within the entire Secretariat exceeds the upper limit of the desirable range. The representation status of Member States is affected by many factors, in particular the turnover of staff and changes in the scale of assessments. OHCHR is the Secretariat entity with the largest number of staff with geographical status.[1]

5. The official report on the composition of the Secretariat is submitted annually by the Secretary-General to the General Assembly in accordance with a number of resolutions, the most recent being Assembly resolutions 65/247, 66/234, 67/255, 68/252, 72/254 and 71/263.

6. The most recent report of the Secretary-General on the composition of the Secretariat (A/72/123) covers the period from 1 July to 31 December 2016. OHCHR is part of the Secretariat and the breakdown of its geographical composition has to be seen against the breakdown of overall distribution within the Secretariat.

7. In August 2011, the Office of Human Resources Management launched an online reporting tool, "HR Insight", which is available to all permanent missions. Since then, staff demographic information has been available to all permanent missions. The tool is based on the human resources data warehouse and enables the retrieval of information from other human resources systems, including the Integrated Management Information System and Umoja.

8. Through HR Insight, Member States have regular access to information similar to that presented in the report of the Secretary-General on the composition of the Secretariat. HR Insight presents the information mainly at the staff member level, while the report of

[1] See A/72/123, table 23.

the Secretary-General presents the information at the aggregated level and is produced only annually. The United Nations staff information available to Member States on HR Insight includes: (a) General Assembly report; (b) Staff list; (c) Desirable range status; (d) Desirable range comparison; (e) All staff details; (f) Staff details; (g) Staff analysis; (h) Forecast retirements; (i) Forecast retirements (senior staff); (j) Staffing matrix; (k) Senior staff; (l) Senior staff (count).

9. The Office of Human Resources Management will continue to enhance the information available online, thereby giving Member States convenient and monthly access to staff demographic information that was previously available only in the annual report.[2]

10. The table in annex I provides a breakdown of all OHCHR staff members in the Professional category and above who have been selected through the established recruitment process ("regular" staff) against both regular budget posts subject to geographical distribution and extrabudgetary posts, by nationality, grade and sex as at 31 December 2017.

11. The table in annex II provides a breakdown of the following categories of additional OHCHR staff in the Professional category and above not included in the table in annex I, also by nationality, grade and sex as at 31 December 2017:

(a) Staff holding appointments of less than one year;

(b) Staff charged to general temporary assistance funds;

(c) Staff employed as technical cooperation project personnel.

12. It should be recalled that, in section IX, paragraph 14, of its resolution 63/250, the General Assembly re-emphasized that the system of geographical ranges was designed to apply to countries rather than to regions or groups. The data in the present report are therefore provided by country and listed in alphabetical order.

13. As at 31 December 2017, OHCHR had a total of 731 staff members in the Professional category and above, of whom 561 are considered regular staff.

14. Nationals from 113 countries are represented in the Professional and above workforce, in both geographical and non-geographical posts. The latter comprise extrabudgetary posts that are not included under the system of desirable ranges (see para. 4 above). Of those 113 nationalities, 15 are underrepresented,[3] 72 are considered within range,[4] while 26 nationalities are overrepresented in the Secretariat.[5] OHCHR also has nationals from the State of Palestine on its staff and one stateless staff member.

[2] See A/72/123, paras. 6–8.

[3] Underrepresented at 31 December 2017: Afghanistan, Belarus, Brazil, Central African Republic, China, Cyprus, Iran (Islamic Republic of), Japan, Lesotho, Norway, Republic of Korea, Russian Federation, Syrian Arab Republic, United States of America and Venezuela (Bolivarian Republic of).

[4] Within range at 31 December 2017: Albania, Algeria, Armenia, Australia, Bangladesh, Benin, Bolivia (Plurinational State of), Bosnia and Herzegovina, Botswana, Burundi, Chad, Colombia, Congo, Costa Rica, Côte d'Ivoire, Croatia, Czechia, Democratic Republic of the Congo, Ecuador, El Salvador, Eritrea, Estonia, Gambia, Germany, Ghana, Greece, Guatemala, Guyana, Haiti, Hungary, India, Iraq, Israel, Jamaica, Kazakhstan, Kyrgyzstan, Lithuania, Madagascar, Malawi, Malaysia, Maldives, Mali, Mauritania, Mauritius, Mongolia, Nepal, New Zealand, Nigeria, Panama, Paraguay, Peru, Poland, Republic of Moldova, Romania, Senegal, Serbia, Singapore, Slovakia, Slovenia, South Africa, Sri Lanka, Sudan, Sweden, Switzerland, the former Yugoslav Republic of Macedonia, Togo, Tonga, Tunisia, Turkey, Ukraine, Uzbekistan and Yemen.

[5] Overrepresented at 31 December 2017: Argentina, Austria, Belgium, Bulgaria, Cameroon, Canada, Chile, Denmark, Egypt, Ethiopia, Finland, France, Ireland, Italy, Jordan, Kenya, Lebanon, Mexico, Netherlands, Philippines, Portugal, Spain, Trinidad and Tobago, Uganda, United Kingdom of Great Britain and Northern Ireland and Uruguay.

III. Efforts made to achieve equitable geographical representation and gender balance, and the Secretariat staff selection systems

15. Enhancing the geographical diversity of OHCHR staff remains one of the High Commissioner's priorities. However, during 2016 and 2017, he had no authority to select the candidates he considered best suited for almost 90 per cent of OHCHR regular positions, as these positions were part of the Political, Peace and Humanitarian Network, and, as of 2017, of the Information and Telecommunication Technology Network. Selections for such positions were coordinated centrally through the Office of Human Resources Management (ST/AI/2016/1 and ST/AI/2016/1/Amend.1). On 26 December 2017, the Secretary-General paused the centralized decision-making process and selections for new posts in both networks, in order to comprehensively review the framework, including lessons learned with regard to the centralized processes and their cost-effectiveness in meeting the intended purposes (ST/SGB/2016/2/Rev.1). During this pause, the staff selection system governed by administrative instruction ST/AI/2010/3 and the amendments thereto became applicable for the Political, Peace and Humanitarian Network and the Information and Telecommunication Technology Network, and would continue to apply to all job networks that had not made the transition to the new system.

16. During 2017, therefore, all placement and recruitment decisions in the Political, Peace and Humanitarian Network and the Information and Telecommunication Technology Network were made in the interests of the Organization as a whole by the Assistant Secretary-General for Human Resources Management and the Secretary-General, in accordance with the goals and obligations placed upon them under the system of desirable ranges mandated by the General Assembly. For OHCHR, this is reflected in the departmental target relating to the recruitment of nationals from unrepresented and underrepresented Member States established in the High Commissioner's Compact. The High Commissioner could indicate to the Assistant Secretary-General for Human Resources Management what the human resources priorities were for OHCHR, but had no final say in the selection process.

17. In addition to temporary job openings due to normal workforce fluctuations, the implementation of the new system resulted in an increased number of temporary job openings as an interim solution to ensure that work central to the mandate of OHCHR continued. Notwithstanding instructions from the Under-Secretary-General for Management to reduce costs by selecting candidates residing within the duty station, the High Commissioner endeavoured to use the selection of temporary staff members to increase the diversity of his Office.

18. OHCHR continues to pay special attention to the issue of balance between female and male staff members at all levels, an area in which determination and concerted effort have already brought success. As at 31 December 2017, women accounted for 61 per cent of Professional staff at the P-1 to P-4 level and 37 per cent at the senior level (P-5 to D-2) at OHCHR. OHCHR is fully committed to the Secretary-General's system-wide strategy on gender parity and has developed a gender parity action plan in line with that strategy.

IV. Conclusion

19. **During the pause of the new staff selection and managed mobility system, which applied to almost 90 per cent of OHCHR professional positions, the High Commissioner will use his restored authority regarding the selection of staff for vacant positions to renew his efforts to achieve the broadest possible geographical diversity of his staff.**

Annex I

Regular staff of the Office of the United Nations High Commissioner for Human Rights in the Professional and higher categories, by nationality, grade and sex
(As at 31 December 2017)

	Total staff		*USG*		*ASG*		*D-2*		*D-1*		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*	
Country of nationality	*All*	*F*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*
Afghanistan	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Albania	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Algeria	5	3	–	–	–	–	–	–	–	–	–	1	–	–	2	1	1	–	–	–
Argentina	14	7	–	–	–	–	–	–	–	–	2	–	–	4	5	3	–	–	–	–
Armenia	5	3	–	–	–	–	–	–	–	–	–	–	2	–	1	2	–	–	–	–
Australia	12	4	–	–	1	–	–	–	–	1	–	3	2	–	1	4	–	–	–	–
Austria	7	5	–	–	–	–	–	–	–	–	–	–	2	1	3	1	–	–	–	–
Bangladesh	2	1	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	–
Belgium	8	4	–	–	–	–	–	–	–	–	1	–	2	2	–	2	1	–	–	–
Benin	4	–	–	–	–	–	–	–	–	–	–	1	–	–	–	3	–	–	–	–
Bolivia (Plurinational State of)	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
Bosnia and Herzegovina	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Botswana	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Brazil	7	4	–	–	–	–	–	–	–	–	–	–	1	2	2	1	1	–	–	–
Bulgaria	6	3	–	–	–	–	–	–	–	–	–	2	–	1	3	–	–	–	–	–
Burundi	2	1	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–
Cameroon	7	2	–	–	–	–	–	–	–	–	–	–	–	2	2	3	–	–	–	–
Canada	18	11	–	–	–	–	1	–	–	–	1	3	5	2	4	2	–	–	–	–
Central African Republic	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–
Chile	3	1	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	–	–	–
China	4	4	–	–	–	–	–	–	–	–	–	–	3	–	–	–	1	–	–	–
Colombia	8	6	–	–	–	–	–	–	–	–	1	–	3	1	2	1	–	–	–	–
Congo	2	1	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	–	–
Costa Rica	2	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–
Côte d'Ivoire	5	2	–	–	–	–	–	–	–	–	–	1	–	1	2	1	–	–	–	–
Croatia	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Cyprus	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Czechia	5	3	–	–	–	–	–	–	–	–	–	1	1	–	2	1	–	–	–	–
Democratic Republic of the Congo	5	3	–	–	–	–	–	–	–	–	–	–	–	1	2	1	1	–	–	–
Denmark	6	3	–	–	–	–	–	–	–	–	1	1	1	2	1	–	–	–	–	–
Ecuador	5	4	–	–	–	–	–	–	–	–	–	–	2	1	1	–	1	–	–	–
Egypt	3	–	–	–	–	–	–	–	–	1	–	–	–	1	–	1	–	–	–	–
El Salvador	2	1	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–
Eritrea	2	1	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	–	–	–
Ethiopia	3	1	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	–	–
Finland	5	3	–	–	–	–	–	–	–	–	1	2	1	–	–	–	1	–	–	–
France	31	20	–	–	–	–	–	–	–	2	3	1	6	4	11	4	–	–	–	–

	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
Country of nationality	All	F	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Germany	22	14	–	–	–	–	–	–	–	–	3	2	5	2	6	4	–	–	–	–
Ghana	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Guatemala	3	3	–	–	–	–	–	–	–	–	–	–	1	–	2	–	–	–	–	–
Guyana	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Haiti	2	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1	–	–
India	8	5	–	–	–	–	–	–	–	–	1	1	2	1	2	1	–	–	–	–
Iran (Islamic Republic of)	2	2	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–	–	–
Iraq	4	2	–	–	–	–	–	–	–	–	–	–	–	–	2	2	–	–	–	–
Ireland	5	2	–	–	–	–	–	–	–	–	–	–	1	1	1	2	–	–	–	–
Israel	2	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–
Italy	34	18	–	–	–	–	–	–	–	1	3	5	11	6	2	4	2	–	–	–
Jamaica	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Japan	12	8	–	–	–	–	–	–	–	–	–	1	1	1	7	1	–	1	–	–
Jordan	8	4	–	1	–	–	–	–	1	–	–	1	1	1	1	1	1	–	–	–
Kazakhstan	2	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–
Kenya	3	2	–	–	–	–	–	–	–	–	–	1	1	–	1	–	–	–	–	–
Kyrgyzstan	2	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–
Lebanon	3	2	–	–	–	–	–	–	–	–	1	–	–	–	1	1	–	–	–	–
Lesotho	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Lithuania	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Madagascar	2	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–
Malawi	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–
Malaysia	2	2	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–
Maldives	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
Mali	3	1	–	–	–	–	–	–	–	1	–	–	1	1	–	–	–	–	–	–
Mauritania	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
Mauritius	2	1	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	–
Mexico	10	7	–	–	–	–	–	–	–	–	–	–	1	1	6	1	–	1	–	–
Mongolia	3	1	–	–	–	–	–	–	–	–	1	1	–	–	–	1	–	–	–	–
Nepal	6	1	–	–	–	–	–	–	–	–	–	–	–	2	1	3	–	–	–	–
Netherlands	5	2	–	–	–	–	–	–	–	–	1	1	1	1	–	1	–	–	–	–
New Zealand	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Nigeria	6	4	–	–	–	–	–	–	–	–	2	2	1	–	1	–	–	–	–	–
Norway	6	5	–	–	–	–	–	–	–	–	–	–	–	–	3	–	2	1	–	–
Panama	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Paraguay	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–
Peru	4	1	–	–	–	–	–	–	–	–	–	2	1	–	–	1	–	–	–	–
Philippines	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Poland	2	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–
Portugal	6	4	–	–	–	–	–	–	–	–	–	–	1	1	3	1	–	–	–	–
Republic of Korea	8	7	–	–	–	–	–	–	–	–	1	–	–	1	3	–	3	–	–	–
Republic of Moldova	2	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–
Romania	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Russian Federation	7	3	–	–	–	–	–	–	–	–	–	1	–	2	2	1	1	–	–	–

	Total staff		*USG*		*ASG*		*D-2*		*D-1*		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*	
Country of nationality	*All*	*F*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*
Senegal	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
Serbia	4	3	–	–	–	–	–	–	–	–	–	–	1	–	2	1	–	–	–	–
Singapore	2	2	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–
Slovenia	4	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	1	–	–
South Africa	4	2	–	–	–	–	–	–	–	–	–	–	–	2	2	–	–	–	–	–
Spain	32	19	–	–	–	–	–	–	1	1	2	1	2	4	11	6	3	1	–	–
Sri Lanka	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Sudan	1	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–
Sweden	8	6	–	–	–	–	–	–	–	–	–	–	4	1	2	1	–	–	–	–
Switzerland	20	15	–	–	–	–	–	–	–	–	1	–	1	2	13	3	–	–	–	–
The former Yugoslav Republic of Macedonia	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Togo	3	–	–	–	–	–	–	–	–	–	–	1	–	2	–	–	–	–	–	–
Tonga	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Trinidad and Tobago	2	1	–	–	–	–	–	–	1	–	–	1	–	–	–	–	–	–	–	–
Tunisia	5	2	–	–	–	–	–	–	–	–	–	–	1	1	1	2	–	–	–	–
Turkey	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Uganda	2	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–
Ukraine	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
United Kingdom of Great Britain and Northern Ireland	28	13	–	–	–	1	–	–	–	–	1	6	6	3	4	4	2	1	–	–
United States of America	29	15	–	–	–	–	1	–	–	3	2	3	2	5	5	2	5	1	–	–
Uruguay	2	1	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	–
Uzbekistan	6	2	–	–	–	–	–	–	–	–	–	–	–	–	2	4	–	–	–	–
Yemen	2	2	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–
Subtotal	557	318	–	1	1	1	2	1	3	10	29	48	91	76	159	92	33	10	–	–
State of Palestine	3	1	–	–	–	–	–	–	–	–	–	1	–	1	1	–	–	–	–	–
Stateless	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
Total	**561**	**319**	**–**	**1**	**1**	**1**	**2**	**1**	**3**	**10**	**29**	**49**	**91**	**78**	**160**	**92**	**33**	**10**	**–**	**–**

Annex II

Non-regular staff of the Office of the United Nations High Commissioner for Human Rights in the Professional and higher categories, by nationality, grade and sex
(As at 31 December 2017)

	Total staff		*USG*		*ASG*		*D-2*		*D-3*		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*	
Country of nationality	*All*	*F*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*
Argentina	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–
Armenia	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Australia	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Austria	3	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	2	–	–
Bangladesh	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Belarus	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Belgium	4	3	–	–	–	–	–	–	–	–	–	–	1	–	–	1	2	–	–	–
Benin	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Brazil	2	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–
Bulgaria	2	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–
Burundi	1	1	–	–	–	–	–	–	–	–	–		–	–	1	–	–	–	–	–
Cameroon	3	2	–	–	–	–	–	–	–	–	–		–	–	1	1	1	–	–	–
Canada	8	8	–	–	–	–	–	–	–	–	1	–	–	–	6	–	1	–	–	–
Central African Republic	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
China	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Colombia	3	3	–	–	–	–	–	–	–	–	–	–	–	–	2	–	1	–	–	–
Côte d'Ivoire	3	2	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	1	–	–
Czechia	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Democratic Republic of the Congo	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Denmark	2	2	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–
Egypt	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Ethiopia	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Finland	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
France	19	14	–	–	–	–	–	–	–	–	–	–	2	1	8	4	4	–	–	–
Gambia	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Germany	6	4	–	–	–	–	–	–	–	–	–	–	1	–	2	1	1	1	–	–
Greece	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Haiti	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Hungary	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
India	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Ireland	2	1	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–
Italy	11	6	–	–	–	–	–	–	–	–	–	–	–	1	3	4	3	–	–	–
Kenya	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Kyrgyzstan	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–
Lithuania	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Mauritania	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Mauritius	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–

	Total staff		*USG*		*ASG*		*D-2*		*D-3*		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*	
Country of nationality	*All*	*F*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*
Mexico	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Nepal	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–
Netherlands	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Nigeria	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
Norway	2	2	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–
Philippines	3	1	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	–	–
Republic of Korea	2	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–
Republic of Moldova	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Romania	2	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–
Senegal	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Serbia	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Singapore	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–
Spain	11	7	–	–	–	–	–	–	–	–	–	–	–	1	6	3	–	–	1	–
Sudan	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Sweden	3	2	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	–	–	–
Switzerland	9	6	–	–	–	–	–	–	–	–	–	–	1	–	2	3	3	–	–	–
Syrian Arab Republic	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
The former Yugoslav Republic of Macedonia	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Togo	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–
Turkey	2	1	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	–
Uganda	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Ukraine	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
United Kingdom of Great Britain and Northern Ireland	8	3	–	–	–	–	–	–	–	–	–	–	1	2	1	3	1	–	–	–
United States of America	11	7	–	–	–	–	–	–	–	–	–	–	1	2	6	2	–	–	–	–
Uruguay	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Uzbekistan	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–
Venezuela (Bolivarian Republic of)	2	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–
Subtotal	169	103	–	–	–	–	–	–	–	–	1	–	10	10	58	47	33	9	1	–
State of Palestine	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Total	**170**	**104**									**1**		**10**	**10**	**59**	**47**	**33**	**9**	**1**	